

### Basic Information

One Bryant Park  
New York, NY 10036  
Organization Size: 900  
Office Size: 203  
**Hiring Attorney:**  
Mr. David Botter

**Recruiting Contact:**  
Ms. Gloria Olsavsky  
Attorney Recruiting & Development Manager  
Akin Gump Strauss Hauer & Feld LLP  
One Bryant Park  
New York, New York (NY) 10036  
United States  
**Phone:** 212.872.1000  
golsavsky@akingump.com

### Compensation & Benefits

2021 compensation for entry-level lawyers (\$/year) 202,500

**Summer Compensation**

2021 compensation for Post-3Ls (\$/week) 3,895  
2021 compensation for 2Ls (\$/week) 3,895  
2021 compensation for 1Ls(\$/week) 3,895

### Partnership & Advancement

Does the firm have two or more tiers of partner? No  
If no, how many years is the partnership track? 8-9

### Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	51	64	10	1	10
	Women	19	69	12	7	15
	Non-binary	NC	NC	NC	NC	NC
	Total	70	133	22	8	25
<b>Latinx</b>	Men	1	3	0	0	1
	Women	1	5	0	0	1
	Non-binary	NC	NC	NC	NC	NC
<b>White</b>	Men	47	53	9	1	8
	Women	16	48	11	4	11
	Non-binary	NC	NC	NC	NC	NC
<b>Black or African American</b>	Men	0	0	0	0	0
	Women	0	7	0	0	1
	Non-binary	NC	NC	NC	NC	NC
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Asian</b>	Men	3	6	1	0	1
	Women	2	8	1	1	2
	Non-binary	NC	NC	NC	NC	NC
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>2 or More Races</b>	Men	0	2	0	0	0
	Women	0	1	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Persons with Disabilities</b>	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
<b>LGBTQ</b>	Men	1	6	0	0	2
	Women	0	4	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Veteran</b>	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC

### Pro Bono/Public Interest

Steven H. Schulman  
 Partner  
 202.887.4071  
 sshulman@akingump.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	5.7%
Average Hours per Attorney last year	102
Percent of associates participating last year	93%
Percent of partners participating last year	70%
Percent of other lawyers participating last year	75%

### Professional Development

Evaluations	Annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	No
Rotation for junior associates between departments/practice groups?	No
Is rotation mandatory?	No
Does your organization have a dedicated professional development staff?	Yes
Does your organization have a coaching/mentoring program	Yes
Does your organization give billable hours credit for training time?	No

### HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2019	Prior Summer Associates	2020	Prior Summer Associates	2021
Entry-level	15	15	12	10	20
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	2	0	1	0	4
Lateral Associates	15	0	5	0	8
All Other Laterals (non-traditional track)	1	0	1	0	0
Post-Clerkship	0	0	0	0	2
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	17	3	20	5	20
1Ls	5	0	5	0	6

Number of 2020 Summer 2Ls considered for associate offers 20

Number of offers made to summer 2L associates 20

**General Hiring Criteria** We select our participants each year from among many highly qualified candidates. High academic achievement, extra-curricular activities (Law Review, Moot Court, other journals), initiative and strong motivation are the criteria we consider. We also look for other indicators of likely success such as demonstrated leadership skills, strong interpersonal skills, good judgment, willingness to assume responsibility, maturity, non-academic experience, and the ability to work well with others.

### General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Business, Corporate	Corporate	18	4	33	4	1

<b>Banking, Finance Bankruptcy</b>	Financial Restructuring	11	0	15	1	0
<b>General Practice</b>	General	2	1	0	0	0
<b>Intellectual Property</b>	Intellectual Property	1	0	5	0	0
<b>Banking, Finance Business, Corporate</b>	Investment Funds	8	1	14	1	2
<b>Labor and Employment</b>	Labor	2	2	6	0	1
<b>Litigation</b>	Litigation	14	4	42	5	4
<b>Tax</b>	Tax	15	10	19	1	0

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## Diversity & Inclusion

**Diversity Contact:** Mr. Nimesh Patel

**Diversity Website/URL:** <http://www.akingump.com/en/our-firm/diversity/index.html>

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## Organization Narrative

Akin Gump Strauss Hauer & Feld LLP is a leading global law firm with 20 offices and more than 900 lawyers and advisors in the United States, Asia, Europe and the Middle East. Our legal work is varied and interesting and offers exciting and challenging opportunities to practice law in one of the world's largest law firms. Our firm was founded in Dallas in 1945 by Richard A. Gump and Robert S. Strauss and is defined by five core values: collegiality, commitment, excellence, integrity and intensity. These values characterize the qualities we seek in attorneys and the philosophy of Akin Gump as a whole. Akin Gump has also maintained a longstanding commitment to diversity and inclusiveness at all levels.

In the spirit of Akin Gump innovation, the firm created industry-first virtual reality tours to show what it's really like to work here. In these tours, we seek to provide realistic, firsthand insight into who we are as a firm. Each tour highlights various aspects of the firm as a whole and features lawyers describing some of the firm's programs and initiatives. To get started, please visit: <https://www.youvisit.com/tour/akingump/>

Since its establishment in 1993, the New York office has grown to over 200 lawyers. Our associates continue to be attracted by the highly sophisticated work, the high caliber of our clients, and firm culture, a combination not often found in New York law firms. Despite our growth, we believe we have successfully maintained a congenial, informal atmosphere that characterizes the firm and the New York office. Our practice includes financial restructuring/bankruptcy, mergers and acquisitions, corporate finance, corporate securities, investment funds and private equity, commercial litigation, labor and employment, intellectual property, ERISA, and tax.

Our summer program is designed to present a realistic and meaningful picture of firm life. Summer associates are assigned and expected to handle substantive legal work under the close supervision of experienced attorneys. We encourage our summer associates to accompany lawyers to court hearings, depositions, client meetings, and negotiating and drafting sessions. We also offer an extensive training program designed in-house to provide our summer associates with pertinent and engaging educational and interactive components. In addition, Akin Gump identifies and accepts pro bono projects through our relationships with numerous legal services organizations that are well-suited to the interests and talents of our summer associates. The assignments are geared to maximize front-line responsibility on the part of the summer associates while ensuring that they receive appropriate supervision from experienced attorneys. We also host a variety of social events to help our summer associates foster close working and collegial relationships with our lawyers. Our hope is to give them a true sense of our office culture and the close-knit community that exists amongst all of our attorneys and staff. We extend offers of employment to summer associates who demonstrate the ability to practice law at the level required by our practice.

Our continuing goal is to make an offer of employment to each summer associate who demonstrates the ability to practice law at the level required by our practice. We are pleased that so many of our associates, counsel and partners are former Akin Gump summer associates.

Akin Gump is dedicated to the professional growth and development of its attorneys. The firm has instituted a firmwide compensation and bonus structure that is an integral part of Akin Gump's strategy to recruit, develop, support and recognize the hard work of our associates and counsel. This structure includes our counsel position, which recognizes the increased responsibility that our associates take on at their sixth year of practice.

It is part of our established culture at Akin Gump that attorneys are involved in firm life. Associates and counsel participate in firm committees in each of our offices, including associates committees, diversity & inclusion councils, firm resource (affinity) groups, hiring committees and pro bono committees. In addition, a group of associates and counsel representing all offices and associate class years serves on the firmwide Chairperson's Associates Committee. This group meets twice per year with the firm's chairperson to discuss relevant issues and participate in setting firm policies. We believe that the active involvement of our associates and counsel in so many areas fosters a deep commitment and connection to the firm and its members.

At Akin Gump we believe that the very best training is imparted when our lawyers handle actual matters. Ideally, all of our associates will learn best by working closely with more-senior lawyers on projects that are crucial to our clients. We also work to ensure that our lawyers are allowed to stretch their abilities in their assignments as early as possible.

Akin Gump offers a comprehensive formal training program carefully calibrated to each associate's stage of development and area of practice. Our formal training complements the firm's competency framework and includes a core curriculum of skills and practice-specific training. We offer courses on a wide variety of subject matters, including, among others, legal writing, corporate drafting, finance and accounting, oral communication and leadership, business development and management skills training. In addition, we offer a comprehensive advocacy curriculum complete with workshops on deposition skills, motions practice and trial advocacy. Corporate courses include programs on structuring transactions, filings, debt tender offers and corporate negotiation skills. The firm also offers four academies strategically designed to guide important transitions in a lawyer's career. These programs include the Summer Program Academy, Fall Associate Academy, Mid-Level Associate Academy (4th year associates) and New Counsel Academy.

Since its founding, Akin Gump Strauss Hauer & Feld LLP has been committed to ensuring meaningful diversity at every level of the firm and creating a culture of inclusiveness. We believe that the various perspectives and experiences of our lawyers and business services professionals help us achieve exceptional results for our clients and brings important insights into all aspects of the firm. We are committed to recruiting talented law students, lawyers, and business services professionals, investing in career development, and partnering with clients and others to advance diversity and inclusion within the firm and across the legal profession. In order to best support our diversity and inclusion efforts, we believe that leadership commitment is essential. In addition to having Kim Koopersmith as our Chairperson, one of very few women leading a major, global law firm, the partners-in-charge of the firm's Abu Dhabi, Fort Worth, Hartford, San Francisco, Singapore and Moscow offices are women. The partner in charge of one of our largest offices, Washington, DC, is African-American. The

partner-in-charge of our Philadelphia office is Hispanic, and the partner-in-charge of our Irvine office is Asian-American. Of the 5 attorneys promoted to partner in January 2021, 40% are women and 60% are diverse. To ensure that Akin Gump's diversity and inclusion initiatives continue to thrive and expand, a dedicated and active group of attorneys lead and participate in our firmwide and local diversity and inclusion councils, as well as our formal Firmwide Resource Groups ("FRGs") which are intended to compliment the firm's efforts related to recruiting, professional development, and fostering inclusive workplaces. Current FRGs include those focused on women, working parents and caregivers, people with disabilities, and those who identify as Black, Latinx, Asian and/or LGBTQ+, and their allies.

All levels of management champion the firm's commitment and policy of encouraging associates and counsel to participate in pro bono practice as part of their on-going workload. Akin Gump's pro bono practice is led by Pro Bono Partner Steven Schulman. We recognize that attorneys, especially those less experienced, more junior lawyers, obtain valuable experience on pro bono matters. Under the firm's competency-based approach to professional development, pro bono plays an important role in further enhancing associate and counsel professional development, and the firm works to ensure that our pro bono program provides opportunities consistent with the competency model.

Akin Gump is proud of its history and growth, but above all we are proud of the professionals and business services staff who have made the firm such an incredible place to practice law. To learn more, please visit our website at [www.akingump.com](http://www.akingump.com).

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.

For more details, visit [www.nalpdirectory.com](http://www.nalpdirectory.com)

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